

## **Abstract**

Diploma thesis „*Key competencies of employees of democratic organizations and their development*“ is focused on the so-called free organizations and their requirements for potential employees. It follows the characteristics of this concept and its context from the perspective of managing organizations. In the research the required soft skills of these organizations have been compared with the requirements of other organizations, using the analysis of their recruitment ads. It also identifies those soft skills, which are required significantly more by free organizations. Following this, the thesis also deals with the development of competencies, for example in preparation for potential employment in a free organization.

## **Key words**

freedom at work, organizations, competencies, work, development